



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Agenda

Wednesday, June 28, 2017

5:30 PM – 7:30 PM

**City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #2
Oakland, CA 94612**

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

- 1. Roll Call and Determination of Quorum**
- 2. Open Forum**

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- June 21, 2017 Meeting

4. Strategies for Reducing the Impact of Implicit Bias (1 hour)

Darlene Flynn, City of Oakland, Director of Race and Equity, will present overview of implicit bias in hiring and selection processes. Selection Panel will discuss and take possible action about the interview and selection process of Police Commission members.

Homework Request: Selection Panel Members are requested to take the Project Implicit® Social Attitudes test on race available on line at <https://implicit.harvard.edu/implicit/takeatest.html>. Members will not be asked to reveal their scores. The purpose of the test is for personal reflection purposes only.

5. Selection Panel Response to Media Coverage on Outreach

Selection Panel will discuss and take possible action about media coverage on outreach and selection process for Police Commission members. [There are no agenda materials for this item.]

6. Interview and Selection Process

Selection Panel will discuss and take possible action about the interview and selection process for Police Commission members, including criteria for initial screening of applicants, interview structure, questions and selection criteria.

INFORMATIONAL ITEMS

7. Applications Received to Date

Selection Panel will receive information about applications received to date, as of June 23, 2017.

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Agenda (Continued)

**Wednesday, June 28, 2017
5:30 PM – 7:30 PM
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #2
Oakland, CA 94612**

8. Open Forum

The meeting will adjourn upon the completion of the Selection Panel's business.

A member of the public may speak on any item appearing on the agenda. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email wwoo@oaklandnet.com or call (510) 238-7798 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a wwoo@oaklandnet.com o llame al (510) 238-7798 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 wwoo@oaklandnet.com 或 致電 (510) 238-7798 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

**Wednesday, June 21, 2017
5:30 PM – 7:30 PM
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612**

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

1. Roll Call and Determination of Quorum

Vice Chairperson John Jones III started the meeting. The meeting started at 5:34 pm.

Selection Panel members present at 5:34 pm included Jean Blacksher, Jim Chanin, Candice Jessie, John Jones III, Tal Klement, Arnold Perkins, and Mary Vail.

Selection Panel member Shikira Porter was present at 5:46 pm.
Selection Panel member Sarah Chavez-Yoell was absent.

Staff present: Stephanie Hom

City Attorney Staff: Allison Dibley

Mayor's Staff: Venus Johnson

2. Open Forum

Comments were provided by the following:

Rashidah Grinage

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- June 14, 2017 Meeting

Motion to approve the June 14 meeting minutes was moved (A. Perkins) and seconded (M. Vail).

Motion passed with 8 ayes of all members present.

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

**Wednesday, June 21, 2017
5:30 PM – 7:30 PM
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612**

4. Continued Discussion on Outreach

The Selection Panel continued discussion conducting outreach.

5. Interview and Selection Process

The Selection Panel discussed and took actions about the interview and selection process for Police Commission members, including criteria for initial screening of applicants, interview structure, questions and selection criteria.

Motion to receive all applications without redaction of applicant names was moved (J. Chanin) and seconded (M. Vail).

Motion passed with 8 ayes of all members present.

Motion to set up three (3) separate, ad hoc, temporary, advisory subcommittees to conduct interviews for the initial screening of applicants using five (5) standard, screening questions and a not-to-exceed time limit for each interview was moved (C. Jessie) and seconded (J. Blacksher).

Motion passed with 8 ayes of all members present.

Motion that the makeup of the three (3) separate, ad hoc, temporary, advisory subcommittees to conduct interviews for the initial screening of applicants will be comprised of (a) M. Vail, S. Porter and A. Perkins; (b) J. Jones, S. Chavez-Yoell and T. Klement; and (c) C. Jessie, J. Chanin and J. Blacksher was moved (T. Klement) and seconded (A. Perkins).

Motion passed with 8 ayes of all members present.

Comments were provided by the following public speakers:

Rashida Grinage
Aaron Zisser
Anthony Finnell

INFORMATIONAL ITEMS

6. Applications Received to Date

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

**Wednesday, June 21, 2017
5:30 PM – 7:30 PM
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612**

The Selection Panel received information about applications received as of June 16, 2017.

7. Open Forum

Comments were provided by the following:

Rashidah Grinage

The meeting adjourned at 7:42 pm.

DRAFT



Strategies for Reducing the Impact of Implicit Bias

Stereotype replacement:

Practice recognizing responses that are based on stereotypes; labeling responses that are stereotypical and reflecting on why the response occurred creates a process for considering how the biased response could be avoided in the future, and replaces it with an unbiased response.

Counter-stereotypic imaging:

Imagining individuals who are counter-stereotypical in detail makes positive exemplars salient and accessible when challenging a stereotype's validity.

Individuation:

Obtaining specific information about group members prevents stereotypic inferences.

Perspective-taking:

Imagining oneself to be a member of a stereotyped group increases psychological closeness to the stereotyped group, which ameliorates automatic group-based evaluations.

Increasing opportunities for contact:

Increased contact between groups can ameliorate implicit bias through a wide variety of mechanisms, including altering their images of the group or by directly improving evaluations of the group.

The data showing reduced bias from Devine and colleagues “provide the first evidence that a controlled, randomized intervention can produce enduring reductions in implicit bias” (Devine et al. 2012). The findings have been replicated by Devine and colleagues, and further studies will be in print in 2015.

(Adapted from: Breaking the Cycle: Implicit Bias, Racial Anxiety, and Stereotype Threat, by Rachel Godsil – Poverty & Race Newsletter, January/February 2015 Issue)

What you can do...

- Increase awareness of your own on implicit bias
- Diversify your media and information sources
- Slow down rushed processes that strain systems and the people in them (use the Racial Equity Toolkit, IOPE Guide)
- Avoid ambiguity; use the decision making criteria – name explicit racial barriers related to topic issue
- Track (measure) and report racial outcomes in your sphere of influence – articulate your racial equity thinking process

Resources

Books:

- Blind Spot, by Mahzarin Banaji and Anthony Greenwald
- Whistling Vivaldi, by Claude Steele
- Racism without Racists, by Eduardo Bonilla-Silva
- Blink, by Malcomb Gladwell

Articles:

Breaking the Cycle: Implicit Bias, Racial Anxiety, and Stereotype Threat, by Rachel Godsil – Poverty & Race, January/February 2015 Issue - <http://prrac.org/newsletters/janfeb2015.pdf>

Film:

Cracking the Codes, by Shakti Butler

<http://world-trust.org/>

YouTube Clips:

Bicycle Thief Video

<https://www.youtube.com/watch?v=6qMK-JSXawM>

Research:

Race and Punishment, The Sentencing Project

http://sentencingproject.org/doc/publications/rd_Race_and_Punishment.pdf

(IAT Tests) - <https://implicit.harvard.edu/implicit/>



DF:df (Strategies for Reducing Impact of Implicit Bias_Oak.docx)



Interview Questions Brainstorm

At the meeting of June 14, members of the Selection Panel proposal possible interview questions including the following:

1. Why do you want to be part of the Oakland Police Commission?
2. How long have you lived in Oakland?
3. What [*skills, perspective, qualities*] do you bring to the Police Commission?
4. What is your viewpoint and experience with law enforcement?
5. How would you respond to [insert hypothetical scenario]?
6. Can you be fair, and keep an open-mind, and why?
7. Describe your experience where you had to make a difficult decision that affected the someone's livelihood.
8. What impacts would you like to see the Police Commission have?
9. How would you distinguish if a problem stems from bad people or bad systems?
10. What do you hope the Police Commission will accomplish?
11. Identify what OPD does best and worst and your approach to addressing the worst.
12. What are your thoughts on police brutality?
13. When you make a difficult decision that will not be supported by your community, how are you going to feel and respond?
14. What do you know about OPD's history?
15. What do you know about the CPRB's role and relationship with OPD prior to the Police Commission?
16. How do you assess one's credibility? Does a sworn police officer have more credibility than an average community member? Why or why not?
17. What do you think of OPD?
18. How much interaction do you have with all of Oakland?
19. What community groups are you active in?



Additional Information Provided by Mr. Aaron Zisser as Requested by the Selection Panel (on July 21, 2017)

20. **Question:** Please describe your experience with or understanding of issues around police interaction with people with psychiatric disabilities or other disabilities.

Selection criterion/factor: Understanding of or experience addressing the concerns of persons with psychiatric disability, crisis intervention teams/training, de-escalation, and mental health crisis.

City of Oakland							
Police Commission - 2017 - Applications Received							
Number	Last Name	First Name	Zip Code	Selection Panel / Mayoral Appointee	Race	Gender	Disability
1	Jordan	Tyron	94607	SP	Black/AA	M	N
2	Benson	Maureen	94605	Both	White	F	Decline
3	Parker	Nathaniel	94619	SP	Black/AA	M	N
4	Keeble	Rabi'a	94607	SP	Black/AA	F	Decline
5	Kersh	Edward	94602	Both	White	M	Y
6	Banister	Michael	94602	Both	White	M	N
7	McDonnell	Logan	94607	Both	Multiple	M	N
8	Stinga	Roberto	94611	Both	Multiple	M	N
9	Hall	Tanaia	94601	SP	Black/AA	F	N
10	Grunberg	Adele	94611	Both	White	F	N
11	Mayberry	Harold	94605	Both	Black/AA	M	Y
12	Smith	Shannon	Berkeley	Both	Multiple	F	Y
13	Barron Walsham	Betzy	94606	SP	Latino	F	Decline
14	Lauren	Jason	94610	Both	White	M	N
15	Harris	Ginale	94605	Both	Multiple	F	N
16	Preston	Martha	94611	Both	Multiple	F	Decline
17	Carrillo	Valentin	94606	Both	Latino	M	N
18	Jackson	Robert	94605	Both (1)	Black/AA	M	N
19	Tuttle	Chiquita	94605	Both	Black/AA	F	N
20	Weber	Joel	94609	Both	White	M	N
21	Altobelli	Erika	94602	Both	White	F	N
22	Dyer	Renee	94606	Both	White	Decline	N
23	Anderson	Tara	94608	Both	White	F	N
24	Boergers	Mary	94610	Both	White	F	N
25	Parks	Wayne	94609	Both	Black/AA	M	N
26	Karwat	Joseph	94611	Both	White	M	N
27	Tomlinson	Gina	94611	Both	Black/AA	F	N
28	Romero	Gabriel	94611	Both	Latino	M	N
29	Nechuta	Ashley	94605	Both	Latino	F	N
30	Gage	Henry	94612	Both	Black/AA	M	N
31	Taylor	Martha	94605	Both	Black/AA	F	N
32	Rheinheimer	Eric	94610	Both	Multiple	M	N
33	Burgess	Carolyn	Berkeley	Both	White	F	N
34	Quirk	Timothy	94611	Both	White	M	N
Notes.	(1) Applicant wishes to be considered as both Selection Panel and Mayoral appointee even though application indicates only Mayoral appointee.						